



**University of New Mexico Staff Council**

**Name:** Creation of Staff Compensation, Promotion, and Retention Standing committee.

**Authors:** Joseph Lane, Grade 11; Ivan Olay, Grade 14; Damion Terrell, Precinct 15; Grace Faustino, Precinct 6; Madeline Lionbarger, Precinct 5; Sharina Desai, Precinct 22;

1. WHEREAS the special committee for the Staff Compensation, Promotion, and Retention Committee has gone beyond the scope of its charge of researching and evaluating the University of New Mexico staff compensation.
2. WHEREAS, by conducting a comprehensive review of current staff compensation structures, including but not limited to salaries, benefits, and incentive programs; benchmarking the University of New Mexico against industry standards and best practices to assess the competitiveness of current compensation; soliciting input from staff through surveys, focus groups, and other methods to gather insights and feedback on compensation matters we have concluded that we must work also to look into Food and Housing insecurity, Living wage compensation, and graduate, post doctorates, and Medical residence for a living wage compensation and Work+Life balance and promoting new Career Ladder Policy changes.
3. WHEREAS, in 2003 UNM Staff Council's Work+Life Committee issued the Council's first strategic 12-page report to the administration resulting in the formation of a campus-wide Work+Life Advisory Board.
4. WHEREAS, in 2010 UNM Staff council revised the Career Ladder Policy to allow unlimited career ladders.
5. WHEREAS, in 2012 UNM Staff Council approved a resolution outlining a five-year compensation plan for staff.
6. WHEREAS, there is no other Staff Council Committee with the charge of Compensation, Retention, and Promotion.
7. WHEREAS, with the increased scope of this committee it has been determined that we work on these matters for staff on a continual basis.
8. THEREFORE, be it resolved that this committee shall fulfill its charge by conducting a comprehensive review of current staff compensation structures, including but not limited to salaries, benefits, and incentive programs; benchmarking the University of New Mexico against industry standards and best practices to assess the competitiveness of current compensation; soliciting input from staff through surveys, focus groups, and other methods to gather insights and feedback on compensation matters.

9. THEREFORE, be it further resolved that the need for the Special Committee on Compensation, Retention and Promotion to be a UNM Staff council Standing Committee to do continual work on the needs of UNM staff and any other issues with regards to compensation, retention and promotion.